

**Finding
diverse talent
from your local
community**

wforce.org



A man in a purple shirt is looking down at a document in an office setting. The background is blurred, showing other people and office equipment. The text is overlaid on a dark blue semi-transparent box.

Our Mission

Founded in 2005, Workforce Opportunity Services (WOS) is a 501(c)(3) nonprofit committed to developing the skills of untapped talent from underserved and veteran communities through partnerships with organizations dedicated to diversifying their workforce.

WOS fulfills its mission by

Developing customized programs based on partners' talent needs

Providing expertise in recruiting and screening applicants

Developing hard and soft skills training curriculums

Allocating dedicated hands-on support and mentorship

Providing on- or off-site services

Delivering flexible employment arrangements and fee structures

Developing national and international partnerships

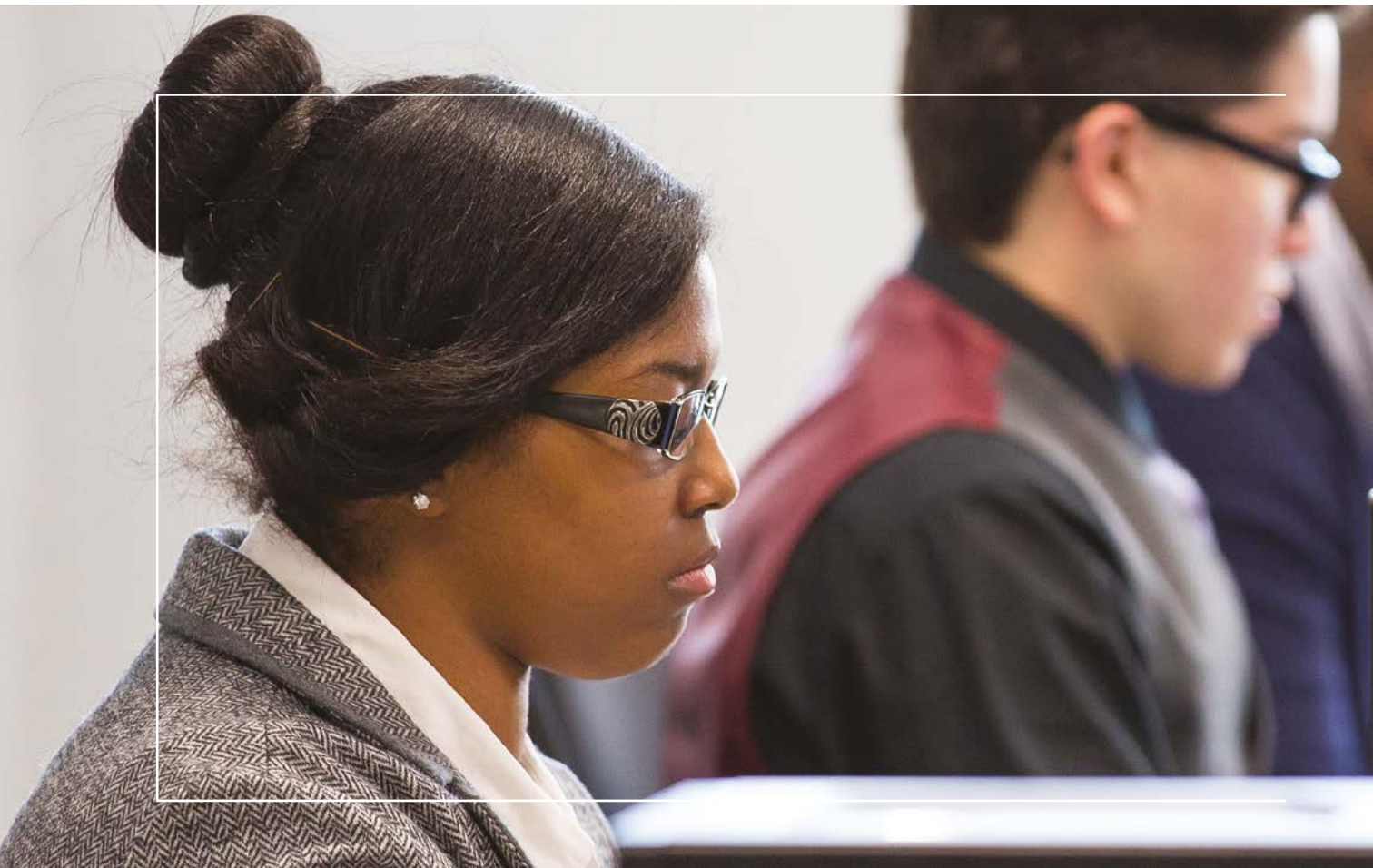
Allocating over 90% of expenses towards program operations

Our programs

Diversify your workforce with talent from underserved and veteran communities

WOS creates custom designed programs to address the workforce needs of our partners, delivering a pipeline of quality, early-career talent from underserved populations, including post-9/11 military veterans. Our mission is to empower individuals to move from economic need to long-lasting success while

helping our partners cultivate diverse and inclusive workplaces representative of the communities they serve. WOS provides ongoing mentorship and support to complete the transformation of our program participants into productive employees.



TAP

Through the Talent Acquisition Pipeline (TAP), WOS recruits, educates, and trains underserved young adults and veterans for career opportunities at partner organizations. The TAP program is customizable to the needs of WOS' partners with proven success across a variety of sectors. WOS manages all aspects of the program and works with partners to ensure a timely, efficient and successful transition of WOS participants into the workplace.

On Demand

Through On Demand, WOS sources talent from underserved and veteran communities to meet its partners' workforce needs when they need them. Our expert team fully vets candidates to ensure they are the right match for the position and prepares them for all aspects of the partner's hiring process.

Managed Services

Managed Services provides outsourced technical and product support, enabling companies to focus on their core business while WOS manages their non-core activities. Trained technical staff can be based on- or off-site and provide processing services such as call center and help desk support, cybersecurity monitoring, and quality assurance (QA), to name a few.



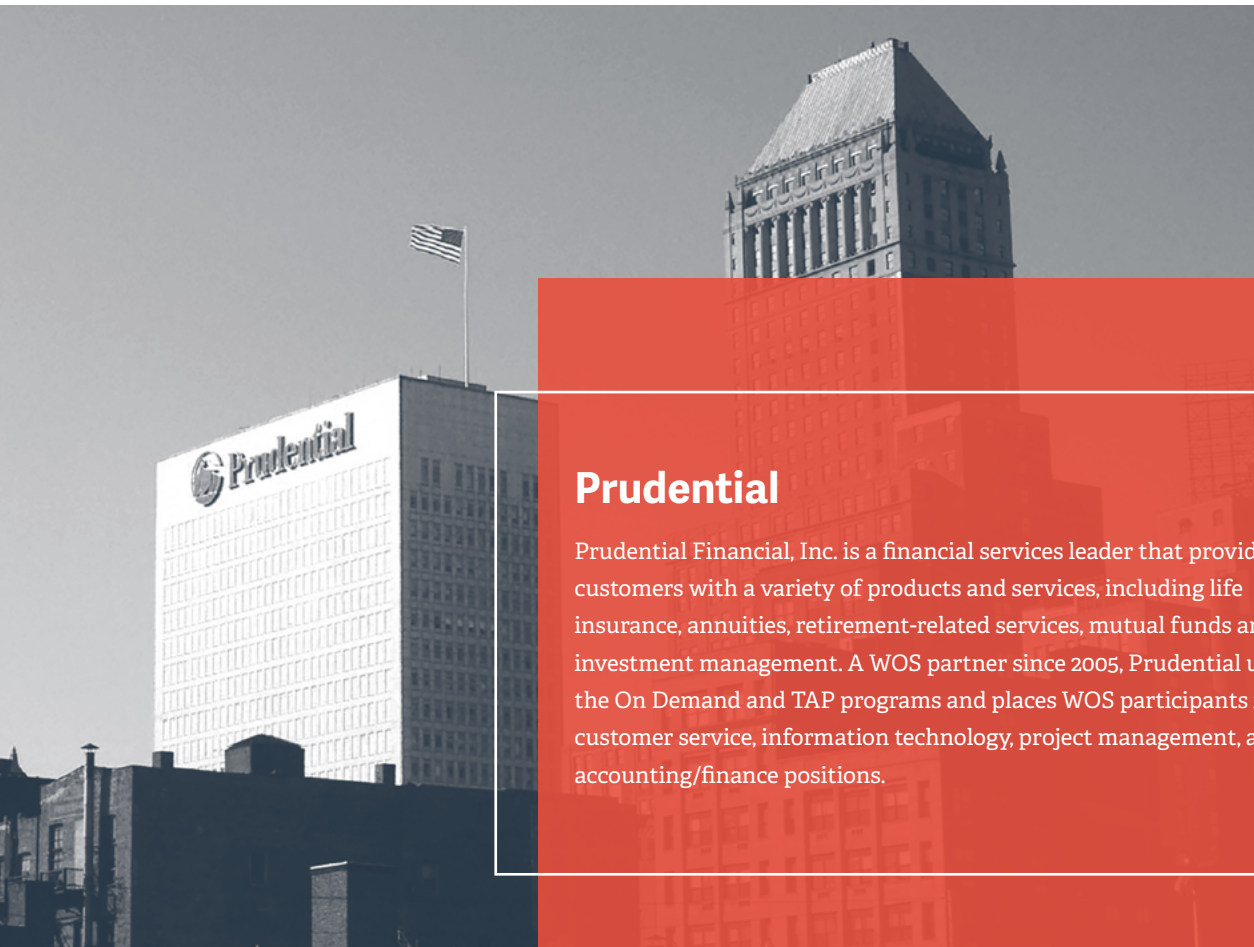
In The Community

WOS collaborates with organizations to offer workshops and classes for individuals from underserved populations through our In the Community initiative. Our workshops equip them with the skills they need to expand their interpersonal skills and launch or change their careers, covering everything from business writing to interviewing skills.

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Partnerships with **purpose**

WOS partners with corporations to provide diverse, early-career talent from local communities. Since our inception, we have partnered with over 65 corporations, big and small, in the U.S. and worldwide that represent a wide range of industries with unique talent needs.



Prudential

Prudential Financial, Inc. is a financial services leader that provides customers with a variety of products and services, including life insurance, annuities, retirement-related services, mutual funds and investment management. A WOS partner since 2005, Prudential utilizes the On Demand and TAP programs and places WOS participants in customer service, information technology, project management, and accounting/finance positions.

Select corporate partners

Chubb

Chubb Limited is the world's largest publicly traded property and casualty insurer. A WOS partner since 2015, Chubb utilizes our TAP and On Demand programs for their workforce needs, placing WOS participants primarily in project management, development and maintenance, and information technology positions.

Covanta

Covanta, a global leader in providing Energy-from-Waste solutions, has been a WOS partner since 2013. Covanta has utilized WOS' TAP and On Demand programs to recruit veterans for finance and IT positions, such as quality assurance, project management, and web development.

JetBlue

JetBlue, a major air carrier headquartered in New York City, has been a WOS partner since 2016. JetBlue utilizes the On Demand program to recruit veterans and underserved talent for IT positions such as quality assurance.

Johnson & Johnson

Johnson & Johnson (J&J) is an American multinational medical devices, pharmaceutical and consumer packaged goods manufacturer. A WOS partner since 2009, J&J utilizes the On Demand and TAP program and places WOS participants primarily in information technology, project management, business/systems analysis, and network development positions.

Turner

Turner Construction Company is one of the largest construction management companies in the U.S. A WOS partner since 2015, Turner has hired veteran and underserved talent through our On Demand program in positions such as system and network administrators, IT support analysts, and service desk support.

United Rentals

United Rentals is the largest equipment and rental company in the world. A WOS partner since 2012, United Rentals utilizes the TAP program and places post-9/11 military veterans in Service Technician roles.

Select academic partners

WOS designs and develops academic training curriculums for our TAP programs, customized to meet our partners' workforce needs.

After completing the required courses at a local college or university, successful participants are eligible to work full time and graduate with a certificate.

- Collin College
- Columbia University
- El Paso Community College
- Georgia Institute of Technology
- Louisiana State University
- New Jersey Institute of Technology
- Northeast Iowa Community College
- Pennsylvania State University
- Rutgers University Newark
- Tennessee State University
- University of Michigan Dearborn
- University of North Florida
- University of Texas at El Paso
- University of Akron
- Western Connecticut State University

Our impact

We help organizations successfully diversify their workforce while changing the lives of our program participants.

What our partners say

Camille Bryant

Executive - HR Business Partner,
GE Digital

“Working with WOS has been inspiring and a big success for GE. The teams that worked with the WOS consultants were inspired by the mission of WOS to remove barriers and provide access to opportunities to people who didn’t previously see a path to a career in tech. The success came when we were able to hire well-trained, passionate, loyal diverse talent which is often hard to find given the shortage of software engineering talent.”

Steve Bandrowczak

Former CIO, Hewlett-Packard;
Current President and COO, Xerox

“I’ve had the pleasure of working with WOS at HP and during my time as CIO at another organization. The veterans we have had the opportunity to work with are remarkable—each brings a unique and strong skill set that are huge assets in the IT and security worlds.”

What our participants say



“I saw the real value in the academics and the process once I started part-time as a WOS consultant at Prudential. I received praise from coworkers which gave me reassurance and confidence. I started believing that my learnings and skills could actually translate into a permanent position on their team.”

Eric Caskey
IT Specialist, Prudential



“I learned about WOS at a veterans job fair and my life has changed ever since. Since joining the program I’ve worked on tech-related projects for companies like HP, Fannie Mae, CareerBuilder, and Accenture. I’ve also stepped into the world of entrepreneurship and launched my own startup, RedBag Gifts.”

John Thomas
Co-Founder, RedBag Gifts, Former Software Engineer, Hewlett-Packard



“Leaving for something new is definitely always hard, especially if it’s something new that you’ve never done before. But I’m constantly learning something new every day. And with the knowledge I have, I can take it and go from here. The opportunities are endless.”

Tuere Greathouse
Application Support Specialist, Turner Construction Company

A proven, systemic solution

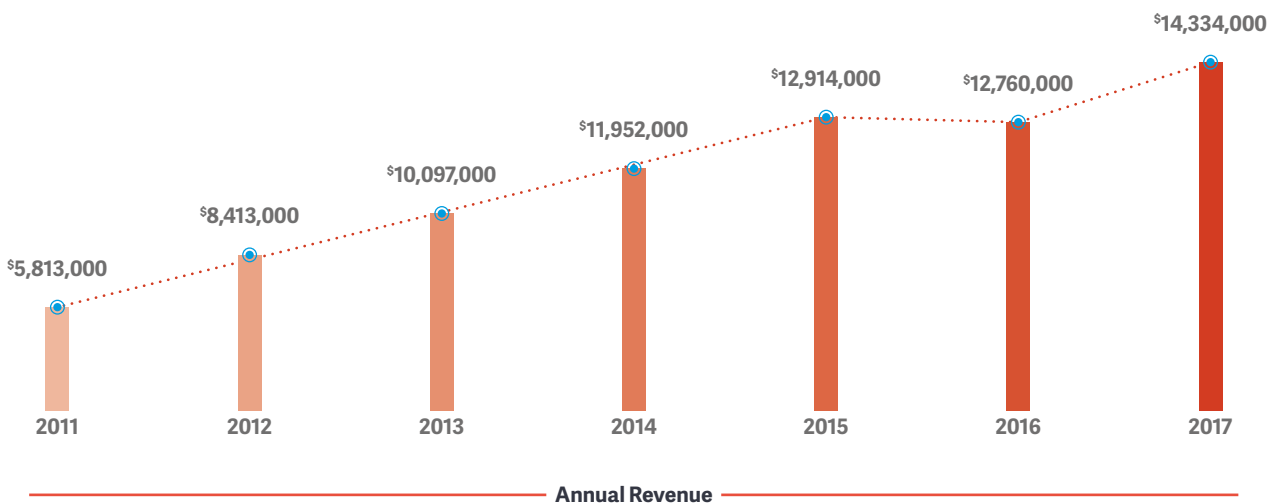


Predictive Analytics

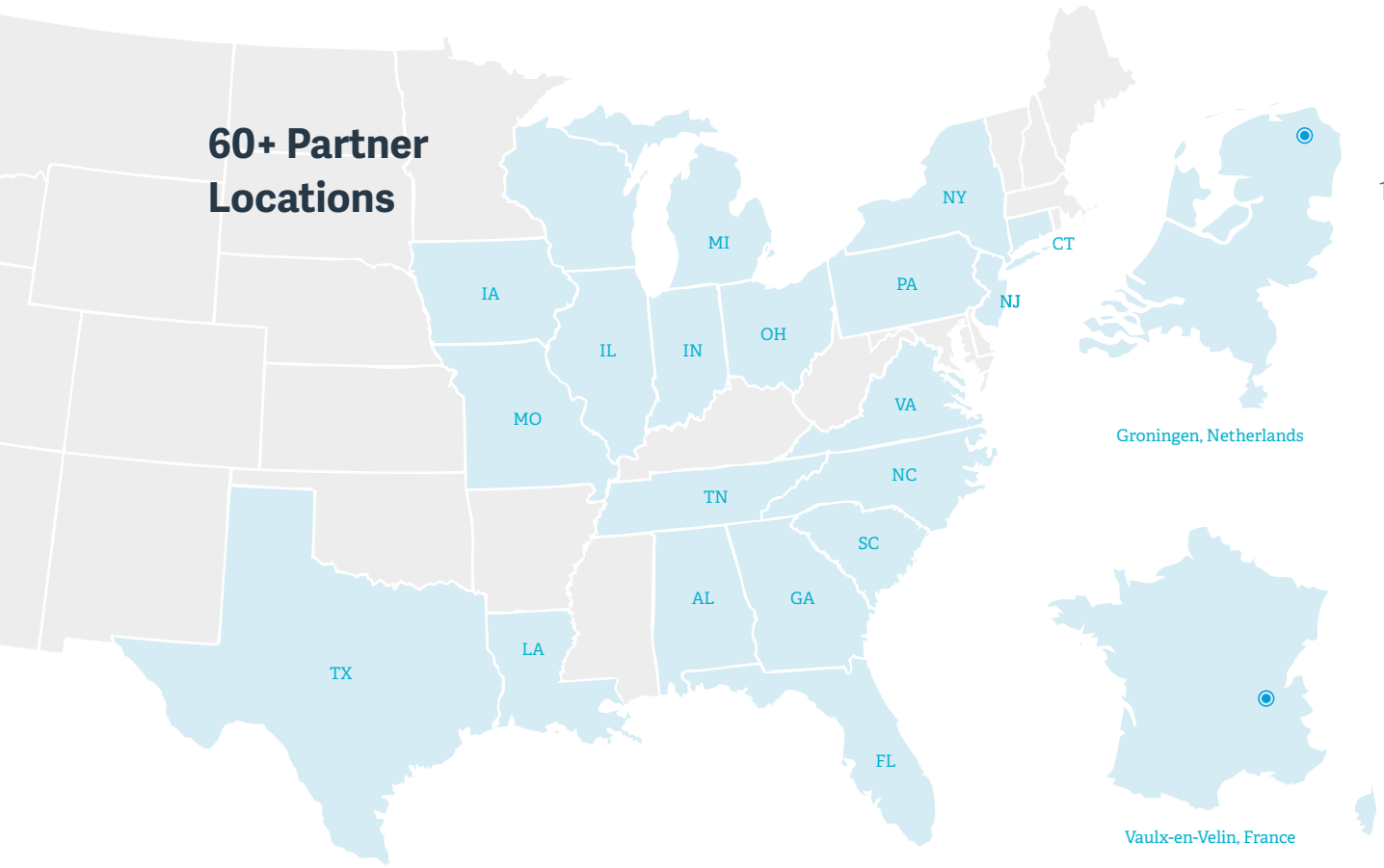
WOS was founded by Dr. Art Langer drawing upon research he conducted at Columbia University. The goal was to understand the employment challenges underserved individuals face and how to help them develop the necessary skills so that they could compete for jobs in a rapidly changing workforce.

The results of the study demonstrated the need for training programs that incorporate both communication skills and self-esteem building. This led to the development of a predictive analytics tool, The Langer Workforce Maturity Arc, which measures an individual's readiness to successfully assimilate into the workplace.

Our Growth



60+ Partner Locations

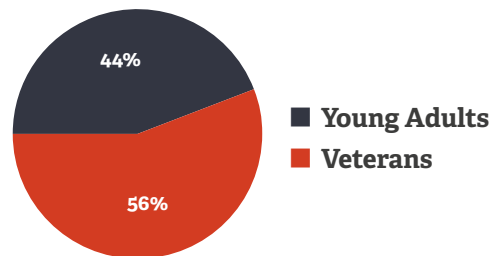
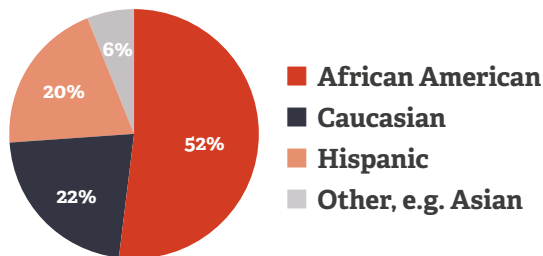


Our Impact

3,800+
individuals
served



65+
partner
organizations



**Data based on TAP, On Demand, and Managed Services program participants*

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